

SPOTLIGHT NOMINATION

Nominee: Northern Virginia Community College Police Department (NOVA PD)
Daniel A. Dusseau, Chief of Police

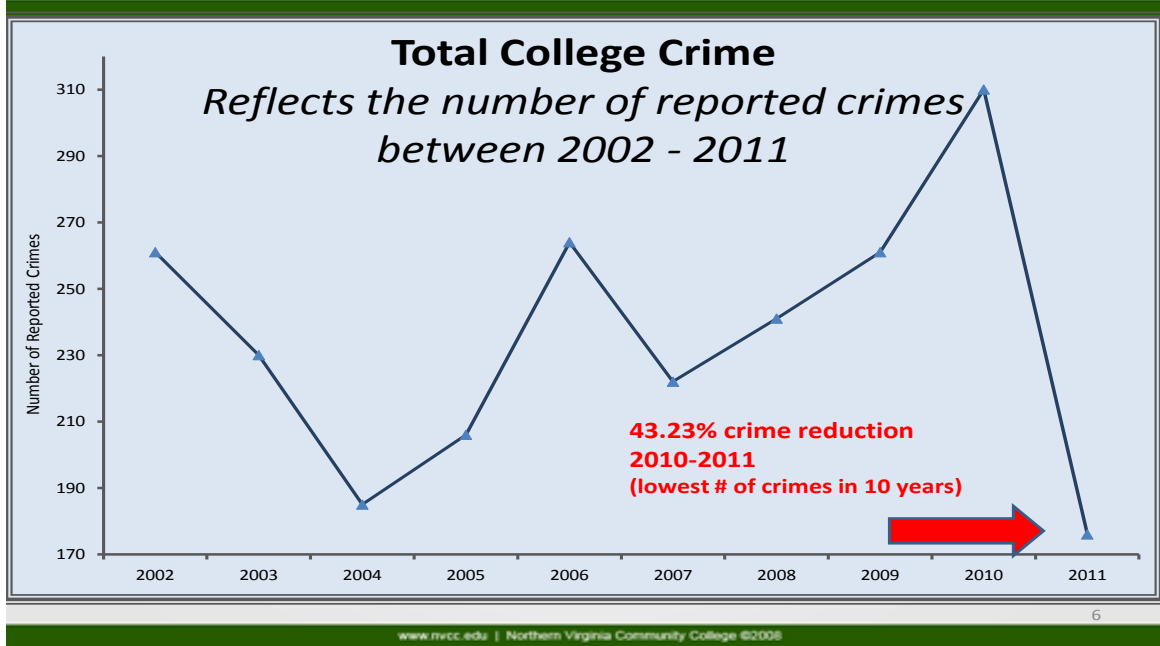
BACKGROUND

Northern Virginia Community College (NOVA), with over 78,000 students from 178 countries, is the largest institution of higher education in the Commonwealth of Virginia and the second largest community college in the United States. Currently, NOVA conducts classes on six campuses, located in three counties and one city jurisdiction as well as four geographically dispersed centers.

NOVA Growth

| | <i>2003-2004</i> | <i>2011- 2012</i> | <i>Increase/Decrease</i> |
|----------------------|------------------|-------------------|--------------------------|
| Students | 59,709 | 76,796 | +17,087 (22.225%) |
| Square feet | 774,372 | 1,564,587 | +79,021(49.49%) |
| Admin. Faculty | 74 | 100 | +26 (26%) |
| Professional Faculty | 69 | 125 | +56 (44%) |
| Teaching Faculty | 490 | 674 | +184(27.2%) |
| Temp Faculty | 406 | 2,251 | +1,845 (81.9%) |
| Classified Staff | 590 | 903 | +313 (34.6%) |
| Total Employees | 1,629 | 4,053 | +2,424 (59.8%) |

NOVA's explosive growth, indicated by the foregoing statistics, along with the fact that the College has both urban and rural campuses, some of which border Washington, DC, present its police officers with a full range of policing requirements and responsibilities. Under Chief Dusseau's dynamic leadership, the NOVA Police Department has grown significantly. In 2005, the police department had approximately 33 sworn positions that included the Chief, two Lieutenants and six Sergeants. In 2009, the department had 45 sworn officers and two other employees. Chief Dusseau joined NOVA in 2010 and set to work building a first-rate police department. By the close of 2012, the department had 52 sworn officers, 7 dispatchers, 4 civilian employees, 6 full-time security officers, and 6 contract security officers, for a total of 75 employees, a more than 65% increase in only three years! Additionally, the Department's culture has been transformed from one of a security organization to that of a full-service police department that is respected by the campus community as well as throughout the National Capital Region. NOVA PD's growing effectiveness is demonstrated by the following chart:



The following major accomplishments are offered in support of this spotlight nomination:

CRIME REDUCTION AND MORE EFFECTIVE OPERATIONS

POLICIES and PROCEDURES

- Chief Dusseau oversaw the centralization of the police department. Until 2009, the six campus police units reported to the separate business manager on each campus. Under his leadership, the college police were centralized under a chief and assistant chief. Three safety districts, encompassing the six campuses and four centers were created. Each safety district was commanded 24/7 by a lieutenant (hired in 2010-11) who reported directly to the assistant chief and the chief. Further, each lieutenant maintains close liaison with his or her respective campus provosts to ensure responsive and effective policing at their respective campuses.
- Chief Dusseau instituted daily reporting from each campus, thereby identifying crime trends and permitting the optimum deployment of resources. Further, this reporting resulted in full situational awareness of all officers of college-wide policing activities, increasing both the effectiveness of police operations and departmental *esprit d 'corps*.
- Chief Dusseau established a rhythm and set expectations to get officers on all six campuses moving in unison. He instituted management practices that improved police operations and morale, including:
 - A quartermaster system to reduce the amount spent on uniforms and equipment,
 - Internal audits to discover operational and performance inefficiencies

- Standardized reporting procedures such as crime logs
- Daily major incident reports to the Chief
- Monthly work product reports of officers
- Weekly supervisory meetings.
- Key management
- Monthly inspection of defibrillators
- Completion of a comprehensive study and report concerning the transition of the College to electronic access.
- During 2012, the Department's General Orders and its Field Training manual were completely overhauled. The entire FTO manual and over 25 GOs were revised in 2012.
- In 2009, the College had an active shooter incident, with shots fired on campus. Fortunately, an arrest was made promptly before any injuries occurred. This event generated a (College) Presidential Commission that identified a range corrective measures that were endorsed by the College President. Chief Dusseau developed a departmental mechanism to prioritize and track the implementation of these measures and, by 2012, had completed the list. Many of the measures (increased manning levels, training, lighting and cameras, equipment, etc.), are discussed within this nomination.
- Post orders for professional nighttime security staff were revised, resulting in streamlined and more effective operations.

PERSONNEL (INCLUDING TRAINING)

- NOVA officers have undergone extensive professional training in the last 3 years. This training has increased morale, reduced crime, and improved the reputation of the college police both within the college community and with officers in neighboring jurisdictions.
 - Between January, 2010 and April, 2012, NOVA officers completed 3,264 hours of in-house training. This training included active shooter, patrol tactics, autism awareness, threat assessment, interviewing, crime scene management, customer service, supervision, Title IX/Sexual Harassment, report writing, detection of explosive devices, and legal cases.
 - Between January 2010 – April 2012, NOVA officers attended 6,584 hours of academy training in areas including, firearms, armorer school, cultural diversity, labor relations, verbal judo, terrorism trends, sexual assault on campus, accident reporting, RADAR/LIDAR, drug abuse, risk management, police leadership, and civil disturbance operations.
 - Additional training in 2012: prescription fraud, counter-terrorism, Virginia State Police) Fusion Center liaison training, and security lighting.
- Despite the relatively small size of the NOVA Police Department, the numbers of instructors (in parentheses) ensure that NOVA officers are professionally trained to the highest standards:
 - Field Training Officers (10)

- General Instructors (18)
- Firearms Instructors (9)
- Defensive Tactics Instructors (5)
- Driving Instructors (2)
- Certified Gang Specialist (2)
- Bike Patrol Instructor (1)
- Certified Crime Prevention Specialist (1)
- Verbal Judo Instructors (1)
- NOVA Police also sponsored training in 2012 and invited officers from neighboring jurisdictions to participate. Officers from 8 other jurisdictions availed themselves to the 24-hour officer survival training program. This interaction with local officers has integrated police operations with resulting increased crime prevention effectiveness.
- In addition to increasing manning (discussed above), the Chief replaced officers working midnight shifts, when relatively little happens on campus, with certified security officers. The six campus police officers were reassigned to day and evening shifts at their respective campuses, thereby increasing officer presence as well as officer availability for calls for service. The increased manning during peak hours also increased officer safety, morale and customer service. Increased manning also lowered crime.
- NOVA PD initiated a pilot program with the Facilities and Parking personnel on the College's busiest campus to assist campus police in the areas of surveillance, proactive attention to trouble areas (e.g., graffiti, littering, noise, smoking), thereby increasing officer responsiveness and the successful interdiction against problem behavior.
- Two officers underwent two weeks of crime scene technician training from the Virginia Department of Forensic Sciences.
- Bike patrol was reinvigorated, increasing officer presence and deterring crime.
- Cooperative programs, to include walk-throughs by local jurisdictions of campus facilities, joint ride-along programs, attendance at other department roll call trainings, and joint active shooter exercises with local jurisdictions, were initiated. These programs have had the effect of increasing responsiveness and countermeasures to college criminal activities, allowing college officers to support county and municipal brother officers, improving professionalism and morale, and increasing officer visibility on campus.
- NOVA PD implemented a "If you see something, say something" program throughout the College. This program, which reminded the campus community that personal safety is the responsibility of each individual, was supported by training, an extensive series of lectures, and information dissemination (see community outreach). These efforts made the campus community more aware of local threats and, as a result, safer.
- Under Chief Dusseau's leadership, officers at each campus participate with mental health, sexual assault prevention, teaching, and administrative personnel on student and staff wellness committees that address concerning behaviors.

- Numerous crime prevention training sessions have been conducted. These sessions are listed under “Community Outreach and Policing”.

FACILITIES

- In January 2012, NOVA PD opened a state-of-the-art dispatch center, manned 24/7/365 and staffed by certified dispatchers. Also instituted was a centralized dispatch number, which supported integrated police operations. Before this initiative, college police activities were not coordinated across the campuses. During the first nine months of 2012, the Police Dispatch Center handled more than 11,700 calls.
- Three security assessments have been conducted (two campuses and one center). Corrective actions were identified, prioritized, and are being implemented. Additionally, security assessments are underway (to be completed by the end of the year) for the College’s four remaining campuses.

EQUIPMENT

- The number of cameras monitored by police on the College’s six campuses increased from approximately 500 to 600 between 2010 and 2012.
 - Additionally, these cameras, which had been monitored separately at each campus, were integrated to allow centralized monitoring.
- In 2009, NOVA suffered an active shooter incident on one of our campuses. In the aftermath of that event, the Chief was able to increase significantly the amount and quality of the Department’s equipment, which had a significant positive effect upon the Department’s capability, morale, and reputation. New equipment (along with requisite training) included:
 - 9 new police cruisers
 - New uniform equipment (jackets, shirts, duty gear etc.)
 - Repainting and new graphics for existing cruisers
 - Patrol rifles for each campus
 - Civil disturbance gear
 - Shields and helmets
 - Drug identification kits
 - New handguns
 - Incident command kits
 - Interoperable radios
 - CAD software
 - MDTs for police cruisers
 - Breaching tools/emergency entry equipment
 - Tape recorders
 - Photographic cameras
 - Department of Homeland Security-compliant credentials

COMMUNICATIONS

- Chief Dusseau directed the creation of emergency response reporting and notification forms that facilitate emergency operations by patrol officers and dispatch. These documents have been beneficial in use during emergency operations (e.g., earthquake, shooter near the campus, hurricanes).
- The Chief is an active supporter of college-wide public safety initiatives, to include:
 - Creation of a 10-minute safety video.
 - Crime prevention information being distributed in the monthly public safety newsletter (see below), college newspaper articles and on-line publications, and announcements on the College CCTV station.
 - Escorts to vehicles
 - Motorist assists
- Local weekly crime reports from neighboring jurisdictions are distributed to appropriate campus officers.

COMMUNITY OUTREACH AND POLICING

- The high esteem in which NOVA Police are held is indicated by two visits by the President of the United States at NOVA campuses in 2012. NOVA Police oversaw all security arrangements and received kudos from the US Secret Service.
 - NOVA Police are continuously in the spotlight and are called upon to exercise effective security. The Vice President of the United States' wife teaches on one campus and the Governor of Virginia, along with numerous national, state, and local dignitaries use NOVA facilities on a regular basis. These activities are regularly attended by the public, thereby enhancing the reputation of both NOVA and its police department.

In mid-2011, Chief Dusseau created a Community Outreach Officer position. Until this time, only 5-10 events were held at NOVA or within the larger community. Since then:

- One of the first initiatives directed by the Chief was the creation of a monthly public safety newsletter. This newsletter was created in mid-2011 and 18 editions, containing more than 50 crime-prevention and public safety articles, have been disseminated to the entire campus community. These newsletters may be viewed at <http://www.nvcc.edu/current-students/police/psnewsletters/index.html>
- Chief Dusseau created on-line Clery Act training for the campus community, along with a streamlined reporting form. At the same time, the College's Annual Clery Report, audited by the Department of Education in 2011, was complimented for its thoroughness.
- College-wide training/safety events (2012):

- 68 orientation sessions (Clery requirements, security resources, police information) to new students, staff, and faculty.
- 7 active shooters briefings
- 5 domestic violence awareness briefings
- 4 women's self-defense training sessions
- 3 sexual assault awareness sessions
- 4 document shred events
- 5 general crime avoidance presentations
- 1 auto theft prevention session
- 6 "Dealing with Difficult People" training sessions
- 5 identity theft training sessions
- 2 DEA drug take-back sessions
- 6 gang awareness training sessions
- Other community outreach events (27 total):
 - Toy drives
 - Clothing drives
 - Volunteer at Homeless Shelter
 - Food drives
 - Safety BBQ on campus
 - Special Olympics
 - Child safety seat installation
 - College-wide basketball tournament
 - College-wide "Biggest loser" weight loss competition
 - Participation in National Night Out
- Two public DUI presentations at the National Museum of Crime and Punishment in Washington, DC.
- Police officers lectures to College Criminal Justice and other classes.
- Police partnered with a College-led initiative involving Goodwill Industries. Officers were assigned to teach interview skills to individuals and two of these people were later hired to work at NOVA as security officers.
- NOVA Police oversee the College's lost and found program, and have made numerous donations of unclaimed articles to local charitable organizations.
- Chief Dusseau updated the NOVA Police website and created a police blog with public safety announcements and training. View these sites, respectively, at <http://www.nvcc.edu/current-students/police/> and <http://blogs.nvcc.edu/police/>.
- A Citizens' Police Academy is scheduled to begin operation in April, 2013.

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